

SYNERGIZING MOONLIGHTING LITERATURE: DEVELOPMENT OF A COMPREHENSIVE MODEL

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Abstract

Given the widespread prevalence of moonlighting practices among employees, this research endeavours to synthesize existing research evidence with the aim of constructing a comprehensive moonlighting model that encompasses both antecedents and consequences of moonlighting behaviour. To achieve this objective, a thorough review of literature has been conducted, drawing from reputable sources such as JSTOR, Science Direct, Emerald, Springer, ACM Digital Library, ProQuest, Wiley, Sage, Web of Science, EBSCOhost, and IEEE. An examination of the gathered research evidence reveals that employees' decisions to engage in moonlighting are influenced by factors such as financial need, exposure to opportunities, job security, financial stability management, standard of living enhancement, passion, blocked promotion, job autonomy, job satisfaction, indebtedness, financial ambition, wealth creation, and demographic profiles. The comprehensive model also incorporates the ramifications of moonlighting, encompassing aspects like mental health, physical health, socio-personal relationships, job performance, work-life balance, stress, job satisfaction, work engagement, and work commitment.

Key words

multiple job holdings, intentions, behaviour, antecedents, primary workplace.

Introduction

Moonlighting has experienced a surge in prevalence since the onset of the Covid-19 pandemic. Defined as the act of holding an additional job alongside the primary job, either during or after regular working hours, this practice has witnessed a significant increase during the pandemic (Gaitonde et al., 2023). The outbreak prompted swift lockdowns, job losses, salary reductions, and the widespread adoption of remote work, all of which have been attributed to the rise in moonlighting practices (Vanshita, 2022). Employees are opting for additional employment not only to meet their basic needs but also to fulfill personal desires (Nikam et al., 2021). This trend of seeking additional employment shows no sign of diminishing in the foreseeable future (Randstad, 2023).

With the growing prevalence of moonlighting, both researchers and corporations are increasingly focusing on understanding its dynamics (Gaitonde et al., 2023; Ara and Akbar, 2016). However, the focus varies, reflecting differing opinions on moonlighting. Some deem it immoral (Mukhopadhyay, 2022), others label it as unjust (Bajpai and Kapur, 2022), while some view it as inevitable and obvious (Bhati, 2022). These diverse perspectives have directed researchers' attention to the dynamics of moonlighting with varied intentions. Some research endeavors seek to identify determinants of moonlighting (Okiko, 2020; Ara and Akbar, 2016), while others explore its relationship with job satisfaction (Seema et al., 2021) or work engagement (Peng et al., 2021). Nevertheless, the literature also includes empirical evidence revealing connections between the demographic profile of employees and their choices regarding moonlighting (Nikan et al., 2021). Despite these insights, there remains a lack of comprehensive understanding of the dynamics of moonlighting. Therefore, with the intention of contributing to the existing literature, the present research study has been designed to develop a comprehensive model explaining the dynamics of employees' decisions to engage in moonlighting.

Framework of the Study

The primary objective of the current study is to develop a comprehensive understanding of moonlighting behavior among employees. Consequently, the study is focused exclusively on the employed workforce, with the intention of identifying various factors influencing and influenced by moonlighting. It is essential to note that macro factors, including legal considerations, political influences, and government policies, have not been included in the scope of this research endeavor.

To provide a thorough examination of relevant literature, both empirical and conceptual, an exhaustive review of published research works from diverse sources has been undertaken. The sources encompass prestigious databases such as JSTOR, Science Direct, Emerald, Springer, ACM Digital Library, ProQuest, Wiley, Sage, Web of Science, EBSCOhost, and IEEE. Employing keywords such as moonlighting, multiple job holdings, intentions, behavior, antecedents, primary workplace, secondary job, part-time job, and night job, the research encompasses studies dating back to 1961. A meticulous review of 167 research papers has been conducted to fulfill the objectives of this study, and the findings have been organized into two segments, with moonlighting serving as both the explained variable and explanatory variable.

Rationale for Moonlighting

Numerous research endeavours have been dedicated to elucidating financial considerations as a fundamental determinant influencing employees' decisions to partake in moonlighting. Frequently, it is observed that the remuneration offered at the primary workplace may prove inadequate for meeting their financial obligations, prompting individuals to seek supplementary work opportunities for an additional income source (Lyle, 2015; Sussman, 1998). This underscores the insufficiency of the salary from the primary job in meeting the employees' needs. Beyond addressing financial shortfalls, the aspiration to earn extra income to sustain one's lifestyle or fulfil unforeseen obligations also motivates employees to undertake additional work (George and George, 2022; Akra and Akbar, 2016). Some employees opt for shift-based moonlighting based on immediate financial needs, engaging in secondary jobs occasionally rather than on a regular basis (George and George, 2022).

However, Nikam et al. (2023) assert that the decision to engage in moonlighting is not solely contingent on financial commitments but is also influenced by other factors, such as superior work opportunities. Employees may choose multiple jobs that offer opportunities for acquiring new skills and diversifying their job profiles, thereby enhancing their career progression (Kisumano and Wa-

Mbaleka, 2017; Stechmiller and Yarandi, 1992). Additionally, Peng et al. (2021) argue that limited autonomy coupled with heightened work pressure can also propel employees towards moonlighting. Job autonomy, defined as the extent to which employees can decide how to execute tasks, stands out as a crucial requisite for job satisfaction (Taylor et al., 2003). Stringent work regulations can diminish employees' job satisfaction, prompting them to seek additional work that affords autonomy (Wu et al., 2022; Sawang et al., 2020; Ara and Akbar, 2016). Hence, work contentment emerges as a vital predictor of employees' decisions to engage in moonlighting. Job satisfaction enhances employees' work commitment, fostering loyalty to their organization and promoting effective work (Seema et al., 2021), with such committed employees typically opting not to engage in moonlighting. Conversely, diminished work contentment has adverse effects on organizations, leading to higher absenteeism, lower productivity, and employee turnover (Hausknecht et al., 2008). In cases where employees choose not to resign due to a dearth of superior work opportunities, they may take up additional jobs to augment their work satisfaction (Gulati, 2023; Tett and Meyer, 1993).

The literature also encompasses studies establishing the substantial impact of employees' demographics on their decisions regarding moonlighting. Adebisi (2019) underscores the significant contribution of gender, place of residence, marital status, income level, and educational qualification to employees' moonlighting decisions. The study by Hyder and Ahmed (2009) reveals that occupation plays a pivotal role in employees' decisions to moonlight, with managerial-level employees and those involved in elementary occupations being more inclined towards engaging in moonlighting practices. However, Timothy and Nhwama (2017) found that male employees were more likely to be involved in moonlighting than their female counterparts. Maniklal and Shyamsundar (2012) highlight the nature of the job as a crucial determinant of employees' moonlighting decisions, emphasizing that job heterogeneity induces employees to undertake additional employment.

Furthermore, the literature includes numerous scattered research findings focusing on specific demographic characteristics of employees, such as gender (Allen, 1998), and residential status (Silva-Júnior and Rocha-Filho, 2022). Some research attempts also incorporate a few socioeconomic characteristics of employees, as evidenced in studies by Quarshie et al. (2022) and Acheampong (2022). Theoretical literature additionally reveals other antecedents of moonlighting, including a wide professional network, blocked promotion, indebtedness, and a lack of job security (Rajan and Medhekar, 2023; Akra and Akbar, 2016; Baldwin and Daugherty, 2002; Silliman et al., 1987).

Consequences of Moonlighting

Moonlighting, the practice of engaging in additional work alongside one's primary job, is associated with various adverse effects. The dual workload, requiring extended working hours ranging from 72 to 84, contributes to fatigue, stress, sleep deprivation, and anxiety, impacting both the physical and mental health of employees (Suri and Kochhar, 2023; Saksena, 2022). This heightened workload, coupled with additional tasks, can lead to burnout, even when employees harbor a strong passion for their secondary job (Greggs, 2022; Park et al., 2020), further exacerbating the toll on mental health. Additionally, moonlighting has been identified as detrimental to job performance and work-life balance (Jafferson and Nithya, 2023). While immediate effects on performance may not be apparent, sustained dual working introduces fatigue and shared work commitments, negatively influencing job performance over time (Malik et al., 2023; Mulokozi, 2015). Both primary and secondary job performances are susceptible to decline (Md Sabron et al., 2017), leading to a cascade of consequences.

Furthermore, holding a secondary job can foster boundaryless career aspirations, affecting not only performance but also the level of work engagement (Peng et al., 2021). The commitment of extended hours may result in work-life imbalance, impacting personal commitments and relationships (Jahangir and Tahseen, 2023). The strain on personal and socio-personal relationships arises as moonlighting employees find themselves with limited time for social interactions, including family gatherings (Jamal and Crawford, 1981; Hamel, 1967).

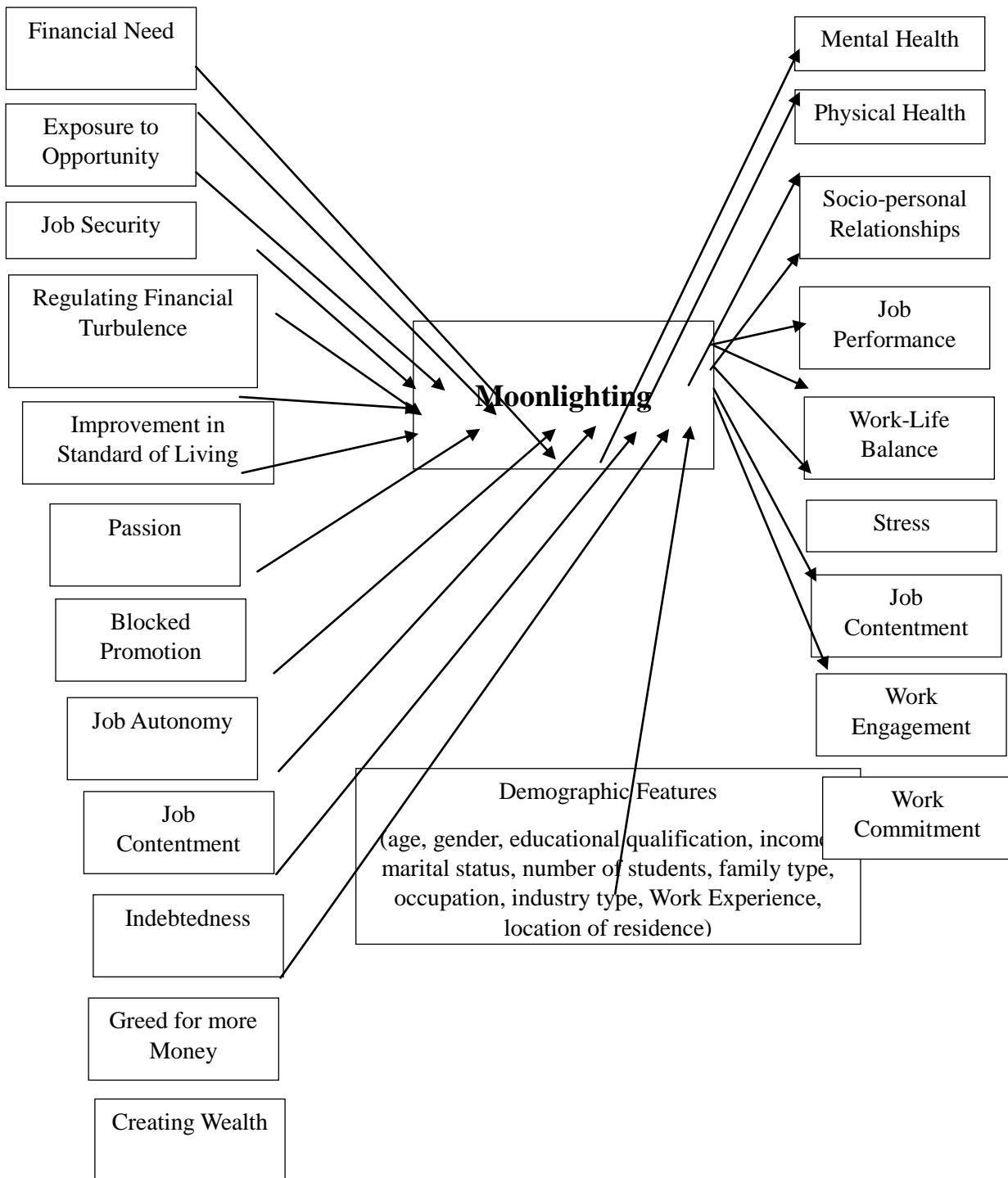
Moreover, the increase in tasks due to moonlighting influences employees' work engagement levels, leading to the prioritization of immediate closures over tasks with longer deadlines (Khurape et al., 2019; Kasinathan and Rajee, 2019). Career stagnation or regression is also a potential outcome, as the extended working hours associated with moonlighting may divert attention from long-term career goals, keeping employees occupied with the challenges of fulfilling tasks in both job profiles (Hanks, 1996).

Synergizing the Available Literature

Significant strides have been taken in seminal research to dissect the intricacies of moonlighting from various perspectives and contexts. However, a critical review reveals that a comprehensive approach to studying the dynamics of moonlighting has been notably absent. Researchers, acknowledging the significance of moonlighting, have developed theoretical research evidence, which predominantly discusses the antecedents or the effects of moonlighting.

Empirical research efforts have been directed towards examining the relationship between moonlighting and job performance, while others have delved into the impact of moonlighting on work-life balance. Some researchers have explored antecedents of moonlighting, considering factors such as financial need, blocked promotion, and contentment with the primary job. Demographic profiles of employees have also been identified as significant predictors of moonlighting in various settings. However, existing evidence often fails to encompass a wide array of demographic features in a single study. Consequently, this research endeavours to fill this gap by introducing a Comprehensive Moonlighting Model (CMM). The CMM aims to explore the role of various antecedents on employees' moonlighting decisions and the effects of moonlighting behaviour on various facets, as illustrated in Figure 1.

Figure 1. Comprehensive Moonlighting Model (CMM)



To the best of the researcher's knowledge, no prior theoretical or empirical literature has provided such a holistic insight into the moonlighting phenomenon. The objective of this endeavour is to synthesize the facets influencing or influenced by employees' moonlighting decisions, providing a more parsimonious understanding of the dynamics of moonlighting. The comprehensive moonlighting model underscores the relevance of ongoing research in this area and lays the foundation for future

applied studies. Empirical validation of this model will offer organizations and researchers robust insights into the multifaceted nature of moonlighting.

However, it is imperative to acknowledge certain limitations in the empirical validation of the comprehensive moonlighting model. Firstly, subjectivity may be introduced as employees constitute the respondents for the empirical research attempt. The model does not account for macro factors like political interventions, labour market changes, or international challenges, which may shape employees' moonlighting decisions. Additionally, the model is framed in a general context, not specific to any particular profession or job type. Hence, empirical validation could consider job types or professions. Furthermore, some facets utilized in the model lack a scale or concrete measurement tool, emphasizing the need to develop and validate these before utilizing the model to explore the dynamics of employees' moonlighting decisions.

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